

# The Communique

Working Together for Safe Communities

Volume 21, No. 9 - September 2002

## VAIL APPOINTED TO STATE CRIMINAL JUSTICE TRAINING COMMISSION

Governor Gary Locke recently announced the appointment of Eldon Vail, Deputy Secretary, Department of Corrections Office of Correctional Operations, to the State Criminal Justice Training Commission. The commission has administrative oversight of basic law enforcement training and professional development programs.

The term of office is immediate and will continue until or through June 2004.



ELDON VAIL

## DEPARTMENT OF CORRECTIONS "VOLUNTEERS OF THE YEAR"

BY TAMI KAMPBELL

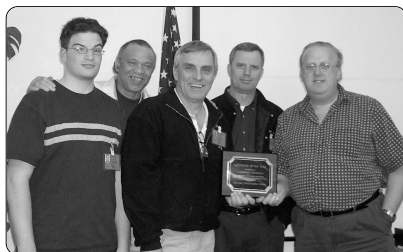
Traditionally, Department of Corrections volunteers are recognized at the regional and local level with appreciation banquets, luncheons, and special events. Listed below are those volunteers who displayed exemplary volunteer work and were recognized as the Department's 2002 "Volunteers of the Year:"

### NORTHWEST REGION

#### *Olympic Corrections Center – Crossways Ministries*

Crossways Ministries has been coming to OCC for just over a year now. Without fail, they manage to travel from the Auburn area once a month to meet with the inmates at OCC. Some attendees of their services have said that they have left the services feeling like they are "walking on cloud nine."

The compassion and energy the group brings to the services encourages the inmates to project faith and hope in their daily lives. Everyone looks forward to their monthly visits. The members of the ministry feel just as fortunate to come to OCC. They feel as if their services truly help inmates cope with dealings that happen in their daily lives. It is with great pleasure that we at OCC present Crossways Ministries with the Volunteer (Group) of the Year award.



CROSSWAYS MINISTRIES

#### *Clallam Bay Corrections Center – William "Bill" Richardson*

Bill Richardson came to the volunteer program at CBCC in September 1999 and became a registered volunteer in February 2000. He is a volunteer for the One to One Ministry

program sponsored by Joyce Bible Church, which includes ministering in the Youthful Offender Program and the Adult programs at CBCC. Bill is known as the "story teller," captivating his young audience in real life-stories of adventures, wisdom, and values in his walk through the Bible. He brings commitment and dependability to the volunteer program as well as to the individuals he consults with each week. Though Bill faces many challenges in his every day life, he still commits to making the one hour round trip drive each week, showing his belief in the volunteer program and the youth at CBCC. CBCC thanks Bill for his dedication and support.



WILLIAM RICHARDSON

CONTINUED ON PAGE 2 - VOLUNTEERS OF THE YEAR

VOLUNTEERS OF THE YEAR

# VOLUNTEERS OF THE YEAR

## *Monroe Correctional Complex – Princess Bernardo-Frynychie*

Princess Bernardo-Frynychie has been volunteering at MCC since January 1999. She has been a faithful, dedicated, and committed volunteer at WSR along with a tremendous support for the Chaplain. She conducts a religious program for the men and also teaches them about music. She challenges those that attend her program to be the very best they can be and all that they can be to lead a successful and productive life. She is very respectful of staff and does what she's asked to do, sometimes handling very challenging situations—all with grace. She is one volunteer that we can call upon willingly and cheerfully will do what she is asked to do. Ms. Bernardo-Frynychie is an example of someone who has passion for what she believes in and shares that passion with others in a selfless way.



PRINCESS BERNARDO-FRYNCHIE

## *Community — Lora Troncoso*

Lora Troncoso began volunteering with the Everett OMMU in September 2001. She originally provided assistance to CCO Bill Hann of the Victim Witness Notification program. She currently maintains the program, sending invitation letters to eligible victims within weeks of the offender's date of sentence. Lora's efforts have contributed to the victim's faith in the criminal justice system. She handles this assignment with sensitivity to the victim's feelings and concerns. Lora has volunteered over 360 hours. She is a single parent raising two daughters. Despite the challenges she is confronted with, she always maintains a positive attitude and develops terrific rapport with those in her work unit as well as other staff in the Everett office. The Northwest Region is truly fortunate to have dedicated people like Lora.



LARA TRONCOSO

## **NORTHEAST REGION**

### *Community – Linda Wolfe-Dawijan (no photo available)*

Linda was awarded Volunteer of the Year for her 24/7 dedication to providing resources and housing high-risk offenders. She was also recognized for her participation as a guardian, participation on Risk Management Teams, the Spokane Community Justice Center (CJC) Advisory Board, partnership between DOC and Opportunity Hall, and her overall commitment to assist offenders in providing for and sustaining them. She has been a guest speaker in the Victim Awareness Educational Program and is committed to DOC's mission statement, "Working together for safe communities."

### *George Sterns Memorial Award – Leone Johnson (no photo available)*

Leone Johnson was recognized for her years of volunteer service with DOC in the field, AHCC, and PLPR. She has administered to prison fellowship and to offenders in the field. Additionally, she facilitates parenting classes in prison with community follow-up, all while serving on the Spokane CJC Advisory Board. She provides resources for high-risk offenders, giving a safe, nurturing home to at-risk adolescents, and intervening before they make poor choices that may lead to prison as adults.

## **SOUTHWEST REGION**

### *Stafford Creek Corrections Center – Daryl and Mary Kay Burdick (no photo available)*

Daryl and Mary Kay Burdick are a husband and wife team who have been with the Roman Catholic volunteer group since June 2001. During that time, they have only missed one day and they come in for two meetings a week.

### *Cedar Creek Corrections Center – H & I Division of Narcotics Anonymous (no photo available)*

CCCC wishes to recognize the Hospital and Industry Division of Narcotics Anonymous as our volunteer team of the year. In less than one year, we went from zero volunteers to five active, participating volunteers. They provide wisdom and experience, a sense of humor, positive attitudes and hope—this in addition, to meeting support and materials for reflection and study. Since CCCC lost their CD department, the resources provided by this group have become even more valuable. CCCC salutes and honors all of their volunteers that provide such hope and encouragement. Many, many thanks!

### *Larch Corrections Center – Albert Pitzer*

Albert Pitzer has been a volunteer at LCC since September 1996. In the year 2000, he performed 135 hours, in 2001-144 hours and in the first quarter of 2002, 39 hours. He visits up to three times per week. Albert has a deep love for the men at LCC. He affectionately refers to them as the "boys," which comes across as a compliment and appropriate, considering Albert's 81 years old. He never meets a stranger. Albert identifies with all the inmates in some way, based on his many experiences as a farmer, logger, coach, schoolteacher, and most recently clergy. Albert is involved in two volunteer programs at LCC. One is conducting church services on Sunday mornings as part of a Gideon organization. The other is a program of informal visitation with inmates called "Sunshine Ministry." In this program, Albert walks around the facility and engages inmates in conversation and goodwill. He spreads the sunshine of hope and love into the lives of inmates twice a week.



ALBERT PITZER

### *Community — Kelly Plamondon (no photo available)*

Kelly Plamondon has been assisting CCO's with multiple duties since she began her internship in the Olympia Main Office in September 2001. She is a quick learner, a self-starter, and has developed a good working knowledge of the duties of a CCO. Kelly has provided much needed assistance in moving cases to OMMU and helping to provide some workload relief to the CCOs she has assisted. Her writing skills are excellent and she has written many violation reports which has allowed the CCOs she has assisted to spend more time with other duties, such as preparing OAPs and field work. Kelly's great attitude and friendly personality has had an impact on the morale in the office during a period of time of many changes and great demands placed on staff members.

# VOLUNTEERS OF THE YEAR

## Community — Debra Byers (no photo available)

Debra Byers works full-time at Cedar Creek Corrections Center yet still finds time to volunteer in the Chehalis Field Office to gain experience in community corrections. Debra is well liked around the office. She is very helpful and lends a hand whenever needed. She works well with offenders and has shown vast knowledge of the OBTS system.

## SOUTHEAST REGION

### Coyote Ridge Corrections Center — Pastor Gordon Robson

Once again, Pastor Gordon Robson has been chosen as Volunteer of the Year for the second year in a row. He is a person of great generosity in giving his time and guidance to the men of CRCC. He has been a tireless volunteer since October 1995. Gordon jumps in and helps with many special projects such as the Marriage Encounter program. It is not uncommon for him to be here three evenings a week, plus Sundays. Pastor Robson is Assistant Pastor of First Riverview Baptist church in Pasco. When he is not at CRCC, he is across the border in Oregon prison ministry.



GORDON ROBSON

### Washington State Penitentiary — Ken Pearson

Ken Pearson began his ministries about 18 years ago when he asked God to deliver him from his dangerous life with drugs and alcohol. He normally spends seven days a month at WSP. Ken walks the tiers throughout the institution and talks to inmates. He sees himself as a "plank in the bridge." He feels his effort is like building a bridge of trust between people, no matter who they are.

Ken stated that the particular religious philosophy of the individual does not matter. He may not agree with all of their beliefs, but he tries to give them hope and attempts to be honest and real with them. Ken also provides assistance to the Chaplain and brings in a acappella singing group and other guests to perform a "musical" service.



KEN PEARSON

### Community — Tom Lee

As a volunteer, Tom Lee has been one of Tri-Cities Work Releases greatest assets. He is a devoted, positive member of the screening team. He was selected for this award due to his contributions to this agency. Since July 1999, Tom has provided over 100 hours of his time. He has proven himself a valued team member. Staff at Tri-Cities Work Release feel deeply indebted to Tom for his genuine loyalty, determination, compassion, and sense of civic duty.



TOM LEE

## Ahtanum View Correctional Complex/Assisted Living Facility — Father George Purdy

A Catholic priest with all the community ties, Father Purdy has an exemplary record of volunteer services to AVCC/ALF. He loves a good challenge. He is dedicated, commanding, and talented, with old school values, and a perfect role model for offenders. When Father Purdy speaks...you listen. Father Purdy donates time to this facility along with volunteering at the county jail. He has been active on many community boards and advisory panels over the years and has been a great asset to the Yakima community. Volunteer functions and activities in the course of a lifetime is the charge of a Catholic priest, but Father Purdy has taken these job duties to new heights with enthusiasm and dedication unmatched by others in the same field. Father Purdy has been volunteering at AVCC/ALF since January 1998, once a month for one hour.

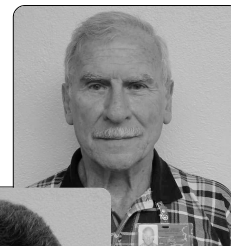


GEORGE PURDY

## WEST CENTRAL REGION

### McNeil Island Corrections Center — Robert and Helen Sonneman

Robert and Helen Sonneman, both chapel volunteer sponsors, began their volunteer service at MICC in March 1998. In addition to attending or filling in at several studies or services on a regular basis, they teach a prison fellowship Christian basics class every Friday evening. Robert and Helen are positive role models for the offenders. They are committed to their ministry at MICC. This is demonstrated by the more than 600 hours of service they provided last year. They continue to demonstrate commitment and insight in meeting the religious needs of offenders. They always have smiles on their faces and an encouraging word to share. Robert and Helen are a team that provides inspiration to offenders, staff, and other volunteers.



ROBERT AND HELEN SONNEMAN



## Tacoma Pre-Release — Paul Dawkins (no photo available)

Paul Dawkins began volunteering at TPR in May 1993 as the leader of the prison out-reach program, Word of Life Bible Fellowship, located in the hilltop area of Tacoma. Paul, along with his volunteers from Harvest outreach ministries, promote positive, motivational influence to the spiritual, social, and interpersonal development of the residents at TPR and those released into our communities.



CONTINUED ON PAGE 4 - VOLUNTEERS OF THE YEAR



# VOLUNTEERS OF THE YEAR

*Washington Corrections Center for Women – Richard McConaughy (no photo available)*

Richard (Dick) McConaughy began volunteering in July 1998, providing assistance with education for our Tacoma Community College educational department. He began volunteering as a GED tutor with approximately 15 students at a time, four hours per week. Perhaps the most significant thing about Dick is the intrinsic rewards he receives from the services he provides. Dick's reward doesn't come from staff recognition, doesn't come from the number of inmates receiving their GEDs...it comes from the freedom and self-esteem he sees in an offender's eyes when they have grasped a concept. Dick internally understands that a person's concept of their own learning ability will effect their whole outlook on life including how and what jobs they'll pursue and how able they are to handle changes thrown their way. For someone to understand that they have the ability to learn presents a world of possibilities and choices.

*Community – Marilyn Cook (no photo available)*

Marilyn Cook has volunteered as a Community Accountability Board (CAB) member on the Renton CAB since June 2000. She has been an excellent example of promoting restorative/community justice in the DOC by serving as a panel member and sanctioning the offenders by utilizing various resources in the community. Aside from volunteering her time, twice a month for more than two hour stretch times, she has had to learn the DOC terminology, acronyms, and resources to assist her when she makes decisions on each case.

*Community – Charlotte Krause (no photo available)*

Charlotte Krause has been a volunteer at the Lakewood OMMU office for several years, working both in a volunteer capacity and in a temporary position as a Community Corrections Assistant and Office Assistant Lead. This past year, she has completed over 500 hours as a volunteer. Charlotte is an outstanding individual who exemplifies the term volunteer. She is an asset to the monetary side of the Lakewood OMMU unit, by utilizing her experience and knowledge in screening files to ensure quality control. (It should be noted that Charlotte retired from the state of Washington with 25 years of state service and most of her working career was with DOC.) Charlotte commutes 45 minutes a day from her residence in Kitsap County to this office five days a week. This alone is quite a challenge for someone on a fixed income, willing to serve the DOC, staff, community and offenders, because she believes she is making a difference in people's lives.



## RISKY BUSINESS

### “P” ENTRIES

BY ROSEANNE LASATER

*How “P’s” came to be and where they have gone.*

The use of the “P” score on the LSI-R has changed from the initial LSI-R Training in 1999 and 2000. If you were trained before 2001, you were instructed that a “P” entry could be utilized to indicate that entry of a specific item was pending due to a lack of adequate information at the time of the initial assessment. These “P” entries were to be replaced with scores within a few weeks. Staff were advised that up to five, but no more than five “P” entries, could be used, and still consider the assessment valid. This is no longer the case. Two considerations have emerged over time:

1. **“P” is not permanent:** LSI-R audits have shown that “P” entries are forgotten as quickly as they are entered. Even when ample information is available upon which to base the scoring decision, the “P” score persists. This equates to a potential for under-scored assessments and un-addressed risk factors.
2. **“P’s” that hide risk:** When in doubt, it is always best to score on the risk side until such time as we know for sure there is a “no-risk factor” score. To do otherwise is poor practice for a correctional agency.

“No-risk-factor” scores are scores of “No,” “2,” or “3.” A “no-risk-factor” score can only be based on solid evidence of prosocial orientation and behavior, whether in a relationship, in offender thinking or on the numerous “offender lifestyle” items. To give an offender the “benefit of the doubt” or “defaulting to no-risk-factor” may place the community at risk. Often it turns out that there is previously un-scored risk in some area of the offender's relationships, behaviors, orientation, or thinking.

“P” entries on the LSI-R assessment are not to be used for scoring any items other than #19 and #20 (Education/Employment-Peer Interactions, and Authority Interactions), and #27 (Accommodations-Unsatisfactory, Institutions Only). These three items have specific scoring rules in the LSI-R Scoring Guide that govern the use of the “P” entry.

Examples:

**Item #19 (Co-Workers) and Item #20 (Supervisor)** - When an offender is retired from the workforce, a homemaker, or self-employed, they do not have co-workers or a supervisor. So Items #19 and #20 should be scored “P.” In this instance, the “P” score indicates that no information exists upon which to base a score.

**Item #27 (Accommodations)** - When the offender is in prison over two years, the likelihood of returning to their residence prior to incarceration is minimal. In this circumstance, prison staff should enter a “P” on Item #27. In this instance, the “P” score indicates that no information exists upon which to base a score. This item is then changed by the Community Corrections Officer who completes the first reassessment after the offender's release from confinement. The CCO reassesses the item based on the current accommodation in the community.

The LSI-R OMNI application will no longer allow “P” entries for items other than those specified above. Until that application is operational, please follow these scoring rules.

## COMMUNITY CORRECTIONS WORKLOAD STUDY

BY LIN MILLER AND PEGGY SMITH

The passage and implementation of the Offender Accountability Act has changed the work and work processes within the Department. This, coupled with the fact that it has been several years since a Workload Study was conducted in Community Corrections, highlighted the need for a Workload Study. Through the assistance of General Administration and a competitive process, Sterling Associates LLP was awarded Phase I of the contract. Sterling began work on July 13, 2001. Phase I gathered high level information to determine the approach, level of effort, and costs for a workload study and workload allocation model. Sterling met with staff from field offices and headquarters to gather function-specific information. Sterling then presented a proposal to the Department of their approach for the next phase of the Workload Study.

A Project Team was formed to help guide the study. This team included Community Corrections Officers, Field Administrators, and representatives from executive management, Planning and Research, Budget, and Information Technology. This team worked under the leadership of executive management.

Sterling was subsequently awarded Phase II of the contract. Phase II involved the actual workload study itself. The intent of the study was to provide objective information about resource utilization and requirements associated with offender supervision. From the results, a workload allocation model would be developed. A field advisory group, made up of approximately 33 staff from across the state, representing nearly all Community Corrections job classifications, was assembled to help with the study.

The Project Team's first task was to recommend a field office to serve as the pilot site and offices that would serve as workload study sites. The Port Orchard Community Corrections Office was selected as the pilot site. Port Orchard tested and helped refine training materials, the data collection tool and methodology, initial process maps, and communication mechanisms.

A total of 13 work locations were selected to serve as study sites. These sites were: Bellevue, Bellingham, Kent PSI, Moses Lake, Port Orchard, Puyallup, Southeast Seattle, Spokane Broadway/TOP COPS, Spokane Administrative/COPS SW, Spokane CJC, Vancouver East Unit 4, Vancouver OMMU, and Wenatchee. These locations were selected to represent all regions, as well as to provide diversity in workload, staff experience, offender characteristics, office size, catchment area, rural/suburban/urban locations, etc.

In contrast to previous Community Corrections studies, all staff from these work locations participated—not just Community Corrections Officers. Workload Study office staff took part in half-day training sessions to familiarize themselves with the study and methodology, as well as with the web form reporting tool. Staff from these offices also participated in another half-day session to refine the maps for work processes in their specific locations.

Through random work-sampling methodology utilizing a random reminder pager-like device, information was collected to show how staff spent their work time. Based on the work of the field advisory workgroup, all activities were grouped into one of a total of 24 distinct work processes. The random reminder device was set to go off an average of four times over an eight-hour period. When staff were “buzzed,” they reported what they were doing at that time via the web form.

Over the course of the two-month study, staff submitted in excess of 22,000 observations. To augment data submitted by study office staff, information was also gathered from other sources, such as OBTS, the Hearings Unit, and staff keeping hand counts of data not available through other means. Quality control involved Sterling quickly contacting the office coordinator and/or utilizing the expertise of the Project Team when discrepancies were noted.

Sterling completed the study and submitted their report to the Department on July 3, 2002. Some of the study highlights are:

- Staff spend a relatively higher percentage of time on higher risk offenders.
- Staff spend generally more time, on average, with sex offenders than non-sex offenders.
- Over 68 percent of total hours are spent on case or offender related activities.
- A greater portion of the supervision/monitoring process is done in the field for higher risk offenders.
- Time per offender was not always greater for offices that have large catchment areas.

Recommendations put forward by Sterling include:

- Continue review of policy and budget changes enacted by the Legislature that became effective after the study data collection period.
- Base resource management processes on information available from the study, and ensure staff and other stakeholders understand that the new information reflects a departure from the old “workload points” system.
- Establish administrative processes for documenting and implementing official Department decisions in the model.
- Establish criteria for periodically assessing when the model's baseline data is outdated as a result of revised business practices, and commit resources to update the model's base data when needed.

The results of the workload study are the basis from which a workload allocation model is under development. This allocation model is a tool that will be used to estimate staffing needs and aid distribution of resources equitably amongst regions based on workload factors. This allocation model will be finalized in the very near future. The Workload Study Project Team is currently working on a communication plan. The plan will detail when and how the results of the study will be communicated to staff. The plan will allow for a demonstration of the workload allocation model.



# FORUM

**Facts, Outcomes, & Research... Useful for Managing**

## OF A DUCK

BY KERI-ANNE JETZER

Among the many terms used in research, two of the most confusing to me are induction and deduction. According to the glossary in Earl Babbie's *The Practice of Social Research* (1995, 7<sup>th</sup> ed), a classic in the field, induction is described as "the logical model in which specific expectations of hypotheses are developed on the basis of general principles." Uh, yeah. Deduction is defined as "the logical model in which specific expectations of hypotheses are developed on the basis of general principles." Lost yet? Yeah, me too. Those of us who have read Babbie's book found bits of comic relief dotted throughout the text, including the glossary. Babbie jokingly adds to the above definitions that deduction is "of a duck" and induction is "the culinary art of stuffing a duck." At first I found it humorous, but then I realized those definitions aren't that far off the mark. Allow me to explain.

Let's start with induction. Think of a duck as representative of an empty general principle and you are going to "stuff" it with observations to give it some substance. For example, while hiking one sunny afternoon you come across a pond. Standing at the edge of the pond is an animal but you aren't sure what it is. You creep to the edge of the pond, crouch behind some reeds and observe. You see this animal has feathers, a bill and webbed feet. You hear it quack. As you take a step to get closer, you slip on a rock and fall into the water with a splash, causing the animal to take flight. Besides knowing the temperature of the pond, you also know the animal can fly. As you shake yourself off, you mentally add up all the observations and conclude what you saw was a duck. Like the saying goes, "if it walks (flies in this case) like a duck and talks like a duck, it must be a duck."

Now that you know it is a duck, you can make some deductions *of a duck* (again thinking of the duck as the general principle). Nesting near water is the habit *of a duck* so you could hypothesize that the duck's nest is nearby. Fearing humans is characteristic *of a duck*, therefore it would be reasonable to believe that when the splash caused the duck to notice you, it flew away because it feared you. And finally, prey is a descriptor *of a duck*, thus it would be safe to hypothesize the duck could not stand up against a predator, say a cougar or a husky (it is not known how it would stand up against a beaver). The assumptions you made about that duck stemming from your knowledge about ducks in general is called deduction.

Much of the work we do in Planning and Research revolves around induction. For instance, many of the data requests we receive ask us to apply induction principles to relay conclusions formed based on the data found. Other times, the requested data is combined with other data and the requestor him/herself applies induction principles to draw a general conclusion. Deduction within the DOC generally occurs on a larger scale. A perfect example would be the Offender Accountability Act. The policies supporting this Act are based on theories and known general principles of criminal justice, like how researchers have identified certain characteristics that increase the risk of recidivism. We hypothesize that dealing with these characteristics and lessening their effect will have a positive effect on recidivism. Drawing a conclusion based on what is known about criminal justice is deduction.

To summarize, OAA is the "duck" and the underlying policies are the conclusions the DOC has drawn based on its knowledge of general principles, of a duck. We in Planning and Research analyze pieces of data to design a duck. Using our culinary art skills, we work at stuffing the duck.



## FOR YOUR INFORMATION..

### BOOK/PUBLICATION OF THE MONTH

**Simplified Strategic Planning: A No-Nonsense Guide for Busy People Who Want Results Fast**, Robert W. Bradford, J. Peter Duncan, Brian Tarcy (1999)  
300 pages/Amazon.com \$17.47 - Ideal as a first book on strategic planning since it provides a realistic, carefully set out action plan for developing a competitive strategy and implementing it to produce results. It not only presents the strategy process in admirably clear terms; it provides templates and guidance throughout the process.

### WEB SITE OF THE MONTH

<http://www.jrsainfo.org/programs/crimeatlas.html> - Information packed with statistical information and trends for each of the 50 states and long-term criminal justice trends that span the 20th century, among the many topics presented.

### DEFINITION OF THE MONTH

**"Hawthorne Effect:** The tendency of research subjects to act atypically as a result of their awareness of being studied, as opposed to any actual treatment that has occurred." For example, if a principal observes students reacting enthusiastically and politely to a new teacher, such behavior could be a result of the principal's presence in the classroom.

### DOC MONTHLY STATISTICS AS OF JULY 31, 2002

<b>INMATE POPULATION</b> .....	16,118
Prisons .....	15,015
Pre-Release .....	510
Work Release .....	593
<b>COMMUNITY CORRECTIONS POPULATION</b>	
ACTIVE SUPERVISION .....	63,147
Community Custody .....	17,890
Supervision/PRS .....	8,271
County Confinement .....	3,142
Monetary Only .....	27,237
Misdemeanor .....	4,065
Other .....	2,542
<b>INACTIVE STATUS</b> .....	30,311

### ESCAPES FROM SECURITY LEVELS 2-5, FOR FY02

	Date	Type	Return
1. CRCC	08/13/01	Offsite Crew	08/13/01
2. AHCC	10/31/01	Offsite Crew	11/23/01
3. CCCC	11/05/01	Offsite Crew	11/10/01
4. CRCC	11/30/01	Offsite Crew	12/07/01
5. CCCC	12/05/01	Offsite Crew	NA
6. MCC WSR	01/22/01	Facility	01/23/01
7. MCC WSR	01/22/01	Facility	01/23/01
8. MCC WSR	04/11/02	Offsite Crew	06/03/02
9. LCC	04/21/02	Facility	05/02/02

### ESCAPES FROM SECURITY LEVELS 2-5, FOR FY03

1. WCCW	07/02/02	Offsite Crew	NA
2. CRCC	07/31/02	Facility	08/06/02
3. CRCC	07/31/02	Facility	NA

### TO CONTACT PLANNING AND RESEARCH

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# PROCESS IMPROVEMENT TEAM RESULTS

## EXAMPLES OF PROCESS IMPROVEMENTS INCLUDED IN GOVERNOR'S OFFICE PUBLICATION, "GOVERNING FOR RESULTS 17"

### TITLE: Collections

Correctional Industries (CI) is a program committed to maintaining and expanding offender work training and reducing the tax burden. CI sells various items to government and private industries. The old CI collection process involved:

- Individually drafting dunning letters.
- Manually tracking collections efforts in Excel.
- Documenting the tracking efforts by "cutting and pasting" into customers folders, taking up to eight hours.
- No immediate access to past collection efforts.
- Monthly statements requiring three days of work, by two staff members.

A team looked at ways to increase collections. The collection letters are now hand addressed and are sent in 45 days, rather than 60. Additionally, Correctional Industries purchased a collection module (less than \$6,000) including customization of statements that is integrated with CI's accounting software. This module allowed for the reduction of one full time staff (\$22,800 per year).

Statements are now processed and printed within one hour and take only one staff person. Account notes can be viewed at any time by anyone in the accounting department. The notes are directly inputted into a letter and sent to the customer verifying the discussion. All written communication is automatically produced with addresses, contact person, and invoice information.

### Results:

- Reduction of one full time employee. Savings of \$22,800 per year.
- Past due accounts dropped from \$433,747 to \$39,313 in five months (April to August 2001).
- Reduction in time sending out statements from six days (three days x two people) to one hour.
- Immediate access to collection efforts with customer, resulting in better customer service.

**Team members:** Sherralee Syrov, Ed Jones, Gerald Buchanan, Sharie Arnold

## BRAINSTORM/TEAM WORK INCENTIVE PROGRAM MOVES TO QUALITY OFFICE

The Washington State Productivity Board, formerly Employee Involvement and Recognition Board or "EIRB," (often referred to as the Brainstorm/Team Work Incentive Programs) was created by the Legislature in 1983 to promote increased efficiency and productivity in state government. In 1997 Governor Locke issued an Executive Order directing all state agencies to develop a "quality program" to improve the quality, efficiency, and effectiveness of the public services they provide. Since that time there have been many questions about the differences between these two programs.

The Department recently made the decision to put both of these employee involvement programs in the same office, the Quality Office in the Office of the Secretary. Previously, the Brainstorm program had been in the Human Resources Department in the Office of Administrative Services. In addition changes are being made to streamline, improve, and update both programs. For example, once an employee's suggestion has demonstrated **real dollar savings**, the employee could be eligible to receive up to 10 percent of the actual first year net savings.

The Quality Steering Committee is currently working to combine the Quality Improvement Idea process with the Brainstorm process. Look for the announcement of the new process in the next issue of the Communiqué.

Listed below are recent changes made to the Brainstorm and Teamwork Incentive Programs.

Changes	How it Used to Be
1. Laws, rules, and procedures changed to allow agencies the option of administering their own agency unique program.	1. State agencies did not have the option of administering their own agency unique program.
2. New brainstorm forms created and put on Productivity Board and DOC website.	2. Forms were only available via hard copy.
3. Suggesters are now <u>required</u> to research their suggestion, prior to submitting suggestion to Agency.	3. Suggesters were not required to research their suggestion, prior to submittal.
4. Suggester rebuttal process changed to only one rebuttal or appeal to an Agency evaluation.	4. Suggesters would submit a rebuttal to an agency evaluation, and then could continue to submit rebuttals to Agency responses.
5. Payment award scale changed. Awards based on up to 10% of <u>actual</u> first year <u>documented</u> savings.	5. Monetary awards were based on 10% of hard and soft dollar savings.

### TITLE: Dedicated Phone Line For Directions

Cedar Creek Corrections Center (CCCC) was receiving an average of 200 telephone calls a month requesting directions to the facility. Each telephone call took an average of five minutes for staff to provide directions. This became a burden for administrative staff.

A transfer line dedicated to providing directions was developed. Now when a visitor asks for directions, they are immediately transferred to a line with a pre-recorded message providing detailed directions to CCCC. This line has a "repeat" feature so visitors can listen to the directions as many times as necessary.

### Results:

- Eliminates an average of seven hours staff time per month providing directions.
- Provides consistent information.
- Enhanced customer service.

**Team members:** Kenneth Towne, Jaye Craig, Leroy Wallace

## LOWER DEPENDENT CARE COSTS

BY ROBERT JULIAN

As a state employee, you are eligible to take advantage of the State of Washington's Dependent Care Assistance Program (DCAP) administered by the Department of Retirement Systems' Deferred Compensation Program. DCAP allows you to reduce your taxable salary (before federal income and social security taxes). If you incur child or other dependent care expenses, you should consider this excellent employee benefit.

### *Qualifying Persons*

- Children under age 13 who qualify as dependents according to Internal Revenue Service (IRS) code;
- Any other IRS dependent who is physically and/or mentally incapable of self care; or
- A spouse who is physically and/or mentally incapable of self-care.

### *Eligible Expenses*

Charges for care of a qualifying person inside or outside your home, which enable you to work. If you are married, the charges must also occur while your spouse is employed (or if your spouse is a full-time student, on days your spouse attends school).

Participation in DCAP requires that you estimate the amount of dependent care expenses you expect to incur during the plan year. The amount of salary reduction you elect should not exceed those expenses. Your payroll office will take the salary reduction in equal amounts each regular pay period and send it to DCP where it will be deposited into your DCAP account. Assuming there is a balance in your DCAP account, we will reimburse eligible expenses to you (not your provider) weekly.

Open enrollment for the 2003 plan year (January - December) occurs during the month of November 2002. You may request a DCAP information/enrollment packet by calling the Deferred Compensation Program office at (360) 664-7111, or toll free statewide at 1-800-423-1524 and select option 4.

## CCCC 5TH ANNUAL HOT ROD

BY LAUREN LOVE

June 15, 2002, staged the 5th Annual Hot Rod - Motorcycle get together for participants to volunteer their time to the offenders and staff of Cedar Creek Corrections Center

The annual starting and check-in point is Littlerock Grocery, owned and operated by Nancy and Doug Kelly.

The list of participants seems to grow with each year. Along with various individual participants, there are members from the Rock To Walk Cruisers, The Christian Motorcycle Assoc., The United Classics, and the Push Rods from the harbor area.

As the residents of Cedar Creek are viewing the cars/bikes, the volunteers are enjoying the musical entertainment provided by the offenders, and also the refreshments from the kitchen. Ending the event, the offenders announce the winners of the "Spectator's Choice" car & bike award.

Each year the participants look forward to donating their time to once again ascend that hill bringing enjoyment to the residents and staff of Cedar Creek.



5TH ANNUAL HOT ROD SHOW





## HISTORY OF CORRECTIONS IN WASHINGTON

*This portion of the history of corrections in Washington State was written approximately in 1915, as recorded by a prison official at that time.*

*The text, punctuation, and grammar were left as it was originally published.*

In 1853, the present state of Washington, plus portions of Idaho and Montana, was separated from Oregon and designated as Washington Territory. The few isolated settlements were peopled largely by self-reliant pioneers who had come to this new land through such problems as Sioux war parties, cholera epidemics and unseasonal blizzards. They handled complications of frontier life in an independent manner. In punishing crime, the methods employed were frequently as rough and ready as the conditions under which the pioneers lived. The annals of early Seattle make frequent allusion to founding fathers taking direct action against petty thieves and persons who sold whiskey to Indians by means of the whipping post and lash. Burglars, if apprehended on the premises, were either immediately shot by the owner, or escaped to the surrounding wilderness and were not seen again. In certain aggravated cases, a rope and nearby tree were used for punishment. Whatever the inclinations of the citizens, or the feelings of the accused, the factors of time and distance would have made Judicial appeals to the sketchy territorial government in Olympia largely futile.

By the 1870's county government was well established in Washington Territory. County seats were generally located so that they could be reached within a day's journey on horseback by most of the residents within their jurisdiction. The more populous counties, Clark, Jefferson, Pierce, Thurston and Walla Walla had built jails to house the state's criminals. When a territorial judge sentenced a criminal convicted of a felony, he also directed in which county jail he should be confined.

By 1874 the increase in population of the territory and the consequent increase in the number of criminal convictions had made this system inadequate. It was necessary to confine some of the prisoners in the old Hudson's Bay Company jail at Steilacoom.

The legislature that year recognized the necessity of providing a central prison for the custody of convicted felons. Consideration was given to an offer by the federal government to turn over to the territory the federal penitentiary on McNeil Island for a total cost of \$36,000, payable over a number of years. A number of counter-proposals were made to the legislature for construction and operation of a prison. The contract was finally given to a partnership, which opened the first prison at Seatco, south of Olympia. A two-story wooden structure, the prison housed 93 inmates by 1887, with three men per cell. The partnership was paid 70c per day to house the inmates and received all proceeds from inmate labor.

Prison conditions at the time were extremely grim. In writing of his first day at Seatco, inmate George France said, "When the prisoners came in from work, the sight and

clatter of chains was deafening and damnable, nearly all being in heavy double irons, riveted to their legs, wearing them day and night, sick or well, all the time".

In addition to working at logging and coal mining, inmates were employed in a sawmill and cooperage factory established near the prison site. As some of the machinery in these pioneer industrial plants was controlled by foot-pedals, the heavy irons made it difficult for the operators to control their machinery and accidents were frequent. France writes of one man whose fingers were badly mangled in the machinery and later amputated by the prison "doctor", who used a common carpenter's saw for the operation. There was no provision for a prison hospital; the institution's sick and injured were ministered to in the shoe shop.

Punishment was only slightly less painful than medical treatment at Seatco. Solitary confinement was little used, for it deprived the contractors of the prisoner's wages. Bread and water was frequently prescribed for minor infractions. Blows and kicks administered informally by the guards were popular procedures, and the whipping post was frequently in use.

The territory's experiment in a "free enterprise" prison system ended after 13 years, but not without determined opposition from those who had profited from it. In 1886, the legislature authorized construction of a permanent penitentiary at Walla Walla on land donated by citizens of the area. The first inmates were moved there from the Seatco prison in 1887.

An early Warden of the institution, J H. Coblentz, was the first Washington prison official to go on record with the belief that "the penitentiary should not only be a place for the punishment of those who have offended against the laws of the country, but also a place which intends their reformation if possible".

This precept was not officially adopted for many years. The striped suits, the shaved heads, the lockstep, the silent system and idleness continued. Although a concession to more enlightened methods was made with the construction of the State Reformatory at Monroe in 1908, designed to separate young first offenders from hardened criminals, the state's correctional institutions were generally regarded as barred warehouses in which criminals were stored away for a specified number of years.

This philosophy continued until the mid-1950's, when violent riots broke out in both the Penitentiary and the Reformatory. These riots resulted in significant bloodshed and millions of dollars damage. Following these disturbances, public attitudes became more oriented to rehabilitation, which led to progressive system reforms in the following years. This reform was exemplified by the opening of the Washington Corrections Center at Shelton in the mid-1960's.

*Portions of this article appeared previously in Adult Corrections "Perspective".*



## HISTORY OF CORRECTIONS IN WASHINGTON (CONTINUED)

*The portion of the history of corrections in Washington State is primarily based on information contained in A Study Of The Adult Corrections System In The State Of*

*Washington, published by The League of Women Voters of Washington, 1980. The text, punctuation, and grammar were left as it was originally published.*

In the early 1900's, the growing population in the state, with its concomitant prison population increase, necessitated the construction of a second prison which was built in 1908 at Monroe. This facility, the Washington State Reformatory, was intended for the custody of young, first offenders. During this time period, the state's correctional institutions were generally regarded as barred warehouses in which criminals were stored away for a specified number of years.

The 1920's and 1930's were a period of overcrowding and unrest in the prisons. The first major prison riot in the state took place at the Penitentiary in 1926. As early as 1930, the National Society of Penal Information criticized "the overcrowding, the lack of industries and the rigid and repressive discipline" at the Penitentiary, adding, "*In few prisons in the nation is the overcrowding more serious and in none of them is less apparent effort made to reduce to a minimum the evils inherent in such a condition. The overcrowding, lack of work and monotonous regimen cannot make good citizens. It is doubtful if it can even make good prisoners.*"

In 1935, the Board of Prison Terms and Paroles was created to fix minimum terms for offenders and make parole decisions. The Parole Board had an immediate stabilizing effect on the prison population. Prison population fell during the years of World War II because of the decreased number of men in civilian life and the paroling of prisoners to the army.

The 1940's was a relatively calm period in the prisons. Prison industry was greatly expanded during this time. Educational and vocational programs increased fourfold. Community organizations such as Jaycees, Toastmasters, and sportsmen's clubs began to participate in prison programs.

In the mid-1950's, violent riots broke out in both the Penitentiary and the Reformatory, resulting in bloodshed and millions of dollars damage. It was during this time that the Department of Institutions, the agency that administered the penal and corrections systems for the state, began to establish a central administration. Four honor camps, which were facilities with minimum security, were also opened in the late 1950's. Inmates assigned to these facilities worked in forestry and related industries and were "on their honor" not to escape.

The 1960's evolved as a period of expansion. The Washington Corrections Center at Shelton was built and opened in 1964. The Legislature authorized the construction of the Women's Treatment Center at Purdy to replace the inadequate existing women's quarters at the Penitentiary.

In the late 1960's, a number of prison reforms regarding work (prisoners had the right to refuse to work); dress (prisoners had the right to wear their own clothing); and mail were introduced. Personal preference in diet was also allowed. Prisoners could not be transferred to another institution without their consent. The U.S. Supreme Court, through its decisions, established numerous prisoners' rights regarding due process, the right to legal counsel and health care.

The Women's Treatment Center, authorized five years before, opened in 1971. Also in that year, the Department of Social and Health Services (DSHS) was created, and Corrections was placed under its umbrella.

In 1974, in an effort to establish a comprehensive corrections plan, the Legislature created the Correctional Development Task Force. The result of this study was a recommendation that several small facilities be located throughout the state, dubbed the "mini-prison plan." Though one such facility was authorized, and is now operating at Monroe (Special Offender Center), the essence of the plan was dropped. The governor at that time vetoed the section providing for the institutions. The apparent reasons were the excessive cost of building and operation; in addition, there was a good deal of public opposition to any proposed site location.

The policies which had allowed the inmates increased freedom within the walls of the prisons were curtailed by the administration in the late 1970's. A series of incidents at the Penitentiary and Reformatory resulting in the injuries or deaths of both guards and inmates focused the attention of the public on those two institutions, particularly the Penitentiary.

The situation at the Penitentiary became so tense that in the late summer of 1979, after a record long lock-down of the prison, DSHS called on representatives of the American Correctional Association (ACA) to make an inspection of the institution. Recommendations were made by the ACA which, when carried out, would bring the Penitentiary up to ACA standards which are used nationally as a model. Overcrowding was the major problem considered, and a reduction of 400-500 inmates at the Penitentiary was strongly proposed.

Among their recommendations were:

- All inmates within 120 days of release should be considered for work release or direct community release;
- Transfer some inmates from minimum security to existing or new minimum security facilities elsewhere;
- Reallocate existing floor space to dormitory areas;
- Make unused women's quarters functional;
- Involve the Board of Prison Terms and Paroles in alleviating the overcrowding situation by releasing all inmates when they reach their parole date.

1980 opened with the prisoners at the Penitentiary bringing a class-action lawsuit against DSHS, which operated the prison at that time. The prisoners charged "cruel and unusual punishment." On May 23, 1980, Federal Judge Jack Tanner said, "*This court declares that the Walla Walla Penitentiary, as it now exists, is in itself unconstitutional*" (Seattle Times). The prisoners' complaints dealt with overcrowding, conditions in the prison's segregation unit, lack of adequate medical care, brutality of the guards, lack of administrative control-in toto, what the court had called "cruel and unusual punishment."

## LOOK What's in the DOC Mailbag

### To the Department of Corrections:

On July 6, 2002 a fire destroyed the Kent Office. More than the equipment and files were gone. Personal belongings and a sense of home were destroyed as well. Staff were left with the daunting job of supervising offenders, writing PSIs, and conducting business with no files, no offices, and no equipment.

This letter is to express appreciation for the massive effort on the part of the Kent staff, the outpouring of support from across the state, and the caring and commitment of management from the field to Olympia.

*We'd like to take a minute to recognize –*

- Managers and supervisors for immediately assessing the situation, offering full support, and fast tracking a temporary site.
- Facilities planners, for quickly identifying appropriate space.
- Staff counselors who were available to provide support and help validate feelings of loss.
- COs who provide security so that any items that survived the fire were protected.
- CCOs who manned a desk in front of the building shell to direct offenders.
- CCOs who ensured that face to face contact was made with every high-risk offender within two days.
- IT staff who found equipment and provided technical support within a day and continue to provide support as needed.
- Administrative staff who shared space and provided support, both in the office—for keeping everything going and outside the office, for taking messages, directing offenders, offering and giving support and assistance.
- Records staff who duplicated file material immediately on request.
- DOCs staff in other offices across the state who offered help from typing file folder labels, to rebuilding files, to making contacts.
- Records and Hearings staff who facilitated preparing discovery documents and holding hearings.
- Correctional Industries staff who provided treats and work crews who moved the damaged materials and offered loaner and permanent replacement options.
- Most of all, thank you to the families, for support during this difficult time.

DOC staff see solutions, not problems. Thank you all for proving what a strong team we are.

**FIRST CLASS**

## STAFF PROFILE

### LCC EMPLOYEE OF THE QUARTER

BY SHERRI FOLEY

Becky Enders, Medical Assistant, has been named "Employee of the Quarter" for Larch Corrections Center. Becky is recognized by all as a dedicated and hardworking co-worker. Her excellent organizational skills make a significant contribution toward the respect LCC staff members and others have for the LCC medical team.



BECKY ENDERS

Her recognition nomination read, "Becky consistently makes the extra effort to accomplish her numerous duties in a cheerful, courteous, and efficient manner. New assignments and new procedures are accepted without hesitation and Becky ensures all tasks are not only completed, but completed correctly."

Superintendent Pat Gorman notes, "Becky's attention to detail is a valued asset. Managing to balance responsibility and workload, while recognizing priorities is often difficult; however, Becky accomplishes these challenges with ease while making the best use of limited resources."

Numerous letters, telephone calls, and comments have been received from individuals throughout the state, including other providers, regarding the excellent health care administered to offenders at Larch Corrections Center. The excellence achieved would not be possible without the important contribution of Becky Enders.

### MCC TEAM OF THE QUARTER

BY WILLIE DAIGLE

Dawn Richards and Dennis Tabb who, performed the first of the newly developed Security Performance Appraisal System for

Monroe Correctional Complex (MCC), have been selected the MCC "Team of the Quarter."

Superintendent Bob Moore announced, "Not only is this a new system of auditing, but also a first for the Discrimination and Grievance Program. They realized the value of the audit process despite taking time away from their already overloaded jobs."



DAWN RICHARDS AND DENNIS TABB

Moore added, "Dawn and Dennis realized they had to learn the entire grievance system to conduct an accurate audit. They approached staff in a respectful and helpful manner. It is a very complicated process and they paid great attention to detail. They conducted an extensive audit, exceeding all expectations. They have proven to be an asset to MCC."



**30 Years**

Kenneth Benjamin  
Dennis Thaut  
Linda Willenberg  
Michael T. Williams

**25 Years**

Thomas P. Barte  
Cheryl A. Landers  
Diane K. Leigh  
Pamela J. Maddess  
Spencer K. Reese  
Debra J. Thie

**20 Years**

Dan O. Cochran  
Roger C. Cornell  
Jim L. Cregar  
Jeff Ingrem  
Gaylen Jackson  
Ralph S. Johnson  
Charles L. Jones  
Leon N. Kershaw  
John Meskel  
James E. Miller  
Steven W. Peppers  
Louis J. Sarot  
Barbara Jo Sowers  
Scott E. Stead  
Kenneth R. Steinback  
Robert G. Stone  
Alane R. Tandy  
Shirley A. Vick

**15 Years**

Barbara Arnett-Myatt  
Jack Bennett  
Jesse C. Campos  
Victor C. Deleon  
Anthony C. Gleason  
Roselie J. Gus

Ralph O. Inman  
Nancy K. Meader  
Ronald R. Montoya  
Frank C. Ohly Jr  
John William Rock  
John S. Schreiber  
Patrick M. Seaberg  
Robert G. Williams

**10 Years**

Todd A. Barzo  
Doreen D. Brotman  
Edward D. Burns  
Denise D. Bustanoby  
Margarita Cintron  
Dennis L. Coble  
Robert I. Davis  
Deborah J. Ervin  
Christopher R. Glans  
Angela J. Harris  
Dorothy M. Holdren  
Trenton K. Howard  
David Iriarte  
Matt W. Johnson  
Kevin M. Jones  
Dea Lynn Marshall  
Linda A. McConnell  
Marian McNish  
Louise V. Petrasek  
Clarence A. Phillips  
James W. Phillips  
Julia Ann Saiz  
Fredrick Schattilly  
William A. Smith  
Albert D. Turner  
Pauline M. Turner  
Donna J. Walker  
Nadine J. Wallace  
Mary T. Walters  
Madalyn L. Yerkes

STATE SERVICE AWARD AND PROMOTION INFORMATION PROVIDED BY  
THE DEPARTMENT OF PERSONNEL AND DOC HUMAN RESOURCES.

## HISTORY OF CORRECTIONS IN WASHINGTON (CONTINUED)

Washington is not alone. At least 19 other states are operating their prisons under court orders to improve conditions, and another dozen are likely to be in that position soon. Such court orders often require that whole facilities be closed down even if it involves releasing prisoners. Prison conditions in many states have been found to be so inhumane as to violate the Eighth Amendment prohibition against cruel and unusual punishment.

There are no inexpensive solutions to the problem. Politicians and voters who complain loudly about crime and then vote against higher expenditures for correctional facilities are being irresponsible. The states cannot continue to incarcerate more offenders into inadequate facilities-even if society's conscience permits it, federal judges will not. In his 1981 year-end summary of the problems and accomplishments of the judiciary, Chief Justice Warren Burger wrote, *"Our criminal justice system is in need of fundamental change. I regret to say society is winning fewer battles and, as of now, is losing this war."*

## STAFF PROMOTIONS

Teresa A. Blanset, Administrative Assistant 5  
Virginia Christmas, Community Corrections Assistant  
Shannon M. Coburn, Community Corrections Officer 3  
Laura R. Cook, Correctional Officer 2  
Helen Desmond, Community Corrections Officer 2  
Gregory R. Devorss, Community Corrections Officer 3  
Carolyn Everson, Community Corrections Officer 2  
Judy Finley, Correctional Industries Supervisor Assistant  
Marjorie E. Garza, Community Corrections Officer 2  
Monty G. Huber, Correctional Officer 2  
Patricia L. McCarty, Office Assistant Senior  
Abrisa G. Meraz, Correctional Officer 2  
Harmon W. Owens, Office Support Supervisor 2  
Scott A. Rowlands, Plant Mechanic Supervisor  
Shawn H. Schneider, Community Corrections Officer 2  
Bonnie Lynn Schuch, Correctional Records Specialist  
Arlene Scott-Young, Classification Counselor 3  
Marytheresa Seddon, Pharmacist Supervisor  
Gregory J. Starr, Correctional Officer 2  
Edward J. Studinarz, Classification Counselor 2  
James Ulvenes, Industries Manager 4  
Steve M. Valley, Community Corrections Officer 3  
Jennifer Williams, Community Corrections Assistant

## DOC MISSION STATEMENT

The Department of Corrections will enhance community safety by collaborating with its criminal justice partners, victims, citizens, and other stakeholders; holding offenders accountable; administering criminal sanctions and effective correctional programs; and providing leadership for the future.

### GOALS

- Provide control and interventions consistent with the offender's risk potential and conditions imposed by the court.
- Hold offenders accountable for harm done to victims and the community.
- Based upon research and best practices, utilize resources and develop programs to impact factors related to criminal behavior.
- Manage resources efficiently.
- Recruit and retain diverse, professional staff who encourage and model positive community values.
- Develop an organizational culture that embodies quality improvement through staff involvement and collaboration.
- Provide a safe, secure, and healthy environment at all Department facilities and work sites.

## THE COMMUNIQUE

PUBLISHED BY THE WASHINGTON STATE DEPARTMENT OF CORRECTIONS



Gary Locke, Governor  
Joseph D. Lehman, Secretary

The Communiqué is the official newsletter of the Department of Corrections. Contributions and suggestions are welcomed and encouraged. Please submit your articles by the **5th of the month** (hard copy, disk, photos, and your address if you would like these items returned) to have them included in the **next month's** publication. Copy should be sent to:

**Veltry Johnson, Public Information Chief**  
Department of Corrections  
P.O. Box 41100  
Olympia, WA 98504-1101

*Newsletter design by Becky Jackson*

The DOC Internet Home Page website location is [www.wa.gov/doc](http://www.wa.gov/doc)